



COMMANDING GENERAL'S POLICY STATEMENT ON EQUAL OPPORTUNITY AND HAZING



As your Commanding General, I am fully committed to ensuring 3d Marine Division is free of hazing and any form of discrimination. Discrimination and hazing in any form diminishes us as an institution and affects our ability to accomplish our mission by reducing effectiveness and destroying trust. So let me be perfectly clear, no form of discrimination or hazing will be tolerated.

It is my intent to ensure this command is free from personal, social, and institutional barriers that hinder anyone from achieving their full potential. Equal Opportunity is the foundation of basic leadership, ensuring everyone is judged exclusively on individual merit and ability.

If you witness someone being, or feel you have been, sexually harassed or discriminated against, the preferred method to correct the inappropriate behavior is the Informal Resolution System (IRS). This allows for a quick and full resolution at the lowest level possible by addressing the issue with the person demonstrating that behavior. If the IRS does not adequately address the inappropriate behavior, then the formal method, which uses the request mast program, can be used.

Reprisal, intimidation, or further harassment because of a complaint will not be tolerated under any circumstances. If you believe you have been the victim of reprisal, notify your chain of command or your Equal Opportunity Representative immediately. Likewise, if you willfully bring up false allegations against anyone, you will be prosecuted to the fullest extent possible under the Uniform Code of Military Justice.

R. L. SIMCOCK II
MAJOR GENERAL, U.S. MARINE CORPS
COMMANDING GENERAL, 3D MARINE DIVISION